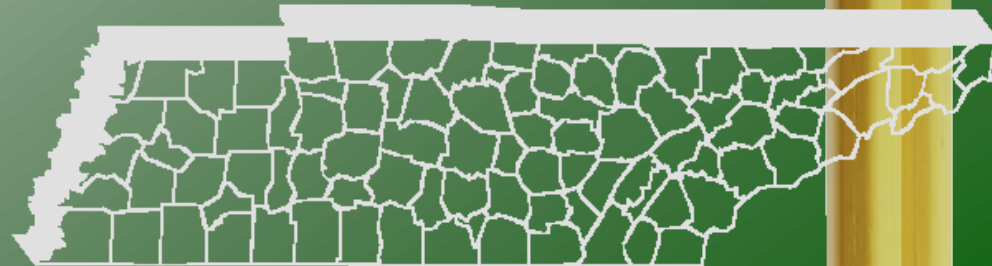




Teacher Effect Data

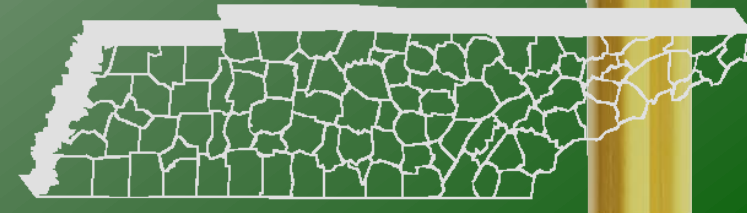
**Office of
Assessment,
Evaluation, &
Research**



TN First to the Top Act

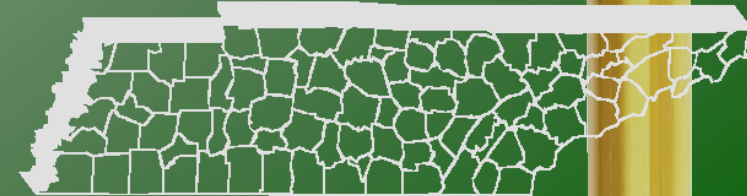
Senate Bill 7005

- **Creates a 15 member teacher evaluation advisory committee**
- **Revises present law regarding the evaluation of teachers and principals (3 yrs. of data no longer necessary)**



Teacher Evaluation Advisory Council (TEAC)

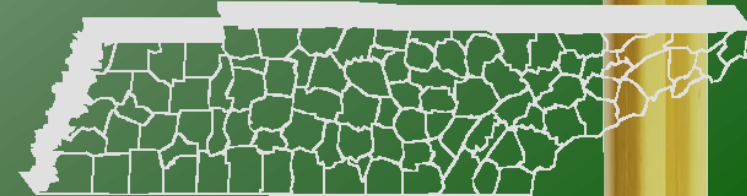
TEAC was created by the Tennessee General Assembly as part of the Tennessee First to the Top Act of 2010. The committee will create a new, annual, teacher and principal evaluation framework to be recommended to the State Board of Education in November 2010.



TN First to the Top Act

- **35 percent of the new evaluation must consist of Tennessee Value Added Assessment System (TVAAS) data or some other comparable measure of student growth.**
- **Initial TEAC Evaluation Policy Recommendations 9/7/2010**

<http://www.tn.gov/FirstToTheTop/>



Where does the teacher effect data originate?

Student Takes Test, Answer Document completed (revised answer document)



Group Information Sheet (now the Test Administration Group Header) Completed



GIS and Answer Documents Scanned



Students Claimed on TDOE Randa Solutions Website - Faculty Student Data



TVAAS Teacher Reports Delivered Electronically on The Restricted TVAAS Website



[illegible]

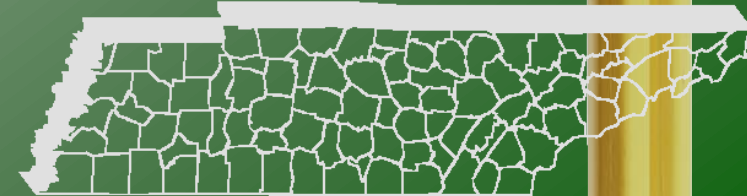
Instructional Availability

Traditional schedules

- **150 days or more** (FSD Code A)
- **75-149 days** (FSD Code B)
- **74 days or fewer** (Excluded)

Modified schedules

- **75 days or more** (FSD Code A)
- **38-74 days** (FSD Code B)
- **37 days or fewer** (Excluded)

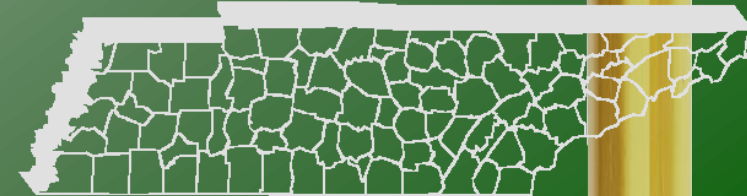


Excluded from Claiming

**1. Attendance/Enrollment
(Instructional Availability)**

2. Sp Ed Services

(IDEA 13 categories, Federal Definition) Gifted and Functionally Delayed are TN statute and must be **included** for Faculty Student linkage. The other 13 categories must be **excluded** from Faculty Student linkage.



Revised Answer Document

Teacher of Record Linkage Information for Teacher Effect Data

Key and Marking Instructions:

- RD = Reading
- LA = Language Arts
- MA = Math
- SC = Science
- SS = Social Studies

* Each Teacher is to fill in their respective content area(s) and licensure number for each student.

* Make sure licensure number is complete with all nine (9) digits. Please use preceding zeroes.

		LICENSURE NUMBER								
CONTENT AREA	RD	<input type="radio"/>								
	LA	<input type="radio"/>								
	MA	<input type="radio"/>								
	SC	<input type="radio"/>								
	SS	<input type="radio"/>								
		<input type="radio"/>								
		<input type="radio"/>								

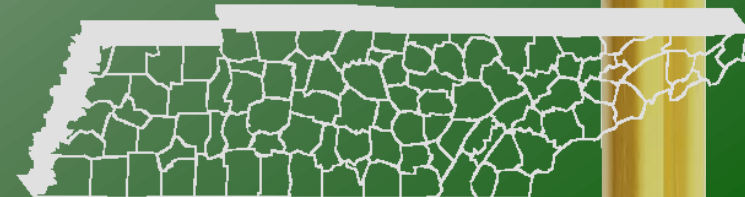
		LICENSURE NUMBER								
CONTENT AREA	RD	<input type="radio"/>								
	LA	<input type="radio"/>								
	MA	<input type="radio"/>								
	SC	<input type="radio"/>								
	SS	<input type="radio"/>								
		<input type="radio"/>								
		<input type="radio"/>								

		LICENSURE NUMBER								
CONTENT AREA	RD	<input type="radio"/>								
	LA	<input type="radio"/>								
	MA	<input type="radio"/>								
	SC	<input type="radio"/>								
	SS	<input type="radio"/>								
		<input type="radio"/>								
		<input type="radio"/>								

		LICENSURE NUMBER								
CONTENT AREA	RD	<input type="radio"/>								
	LA	<input type="radio"/>								
	MA	<input type="radio"/>								
	SC	<input type="radio"/>								
	SS	<input type="radio"/>								
		<input type="radio"/>								
		<input type="radio"/>								

		LICENSURE NUMBER								
CONTENT AREA	RD	<input type="radio"/>								
	LA	<input type="radio"/>								
	MA	<input type="radio"/>								
	SC	<input type="radio"/>								
	SS	<input type="radio"/>								
		<input type="radio"/>								
		<input type="radio"/>								

**Teacher of
Record
Linkage
Information
for Teacher
Effect Data**



Faculty/Student Claiming

<https://tdoe.randasolutions.com>



Hello, Training Teacher [[Update My Profile](#)] [[Log Off](#)]

'Teacher' Access System: 00190 - DAVIDSON COUNTY • School: 0025 - APOLLO MIDDLE SCHOOL

COMMUNICATIONS

PROCESSING

[INDEX](#)

[NEED HELP?](#)

SDDV

Faculty/Student

Please select a System, Assessment, and School.

SYSTEM NAME: 00190 - DAVIDSON COUNTY

SELECT AN ASSESSMENT: 2009 Spring Achievement

SELECT A SCHOOL: 0025 - APOLLO MIDDLE SCHOOL

Please select one of the following actions:

CLAIM STUDENTS BY GIS

SEARCH FOR STUDENT(S)

SHOW ALL STUDENTS WHO TESTED

TEACHER ROSTER

Faculty/Student Claiming

<https://tdoe.randasolutions.com>

Indicate which subjects this teacher is claiming for:

Claiming	Subject	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
<input type="checkbox"/>	Reading / Lang. Arts	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Mathematics	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Science	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Social Studies	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate which subjects to change instructional availability claiming for: (Optional)

Change Coding	Subject	A	B
<input type="checkbox"/>	Reading / Lang. Arts	<input checked="" type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Mathematics	<input checked="" type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Science	<input checked="" type="radio"/>	<input type="radio"/>
<input type="checkbox"/>	Social Studies	<input checked="" type="radio"/>	<input type="radio"/>

FSD coding should be chosen for the student based upon the students anticipated availability for instruction/enrollment/attendance; this is not an indication of the number of days present when the test is taken.

Traditional Schedule: FSD Code A (≥ 150 days) and FSD Code B (≥ 75 days up to 149 days)

Modified Schedule: FSD Code A (≥ 75 days) and FSD Code B (≥ 38 days up to 74 days)

Select the student(s) from the following list:

80 students found (based on the search criteria specified)

<input type="checkbox"/> *	Student's Name	Coded Avail.	Grade	Student Id (last 4)	Reading / Lang. Arts ¹	Math ¹	Science ¹	Social Studies ¹
<input type="checkbox"/>	[REDACTED]	A	06	[REDACTED]	100% (A)	100% (A)	100% (A)	100% (A)
<input type="checkbox"/>	[REDACTED]	A	06	[REDACTED]	100% (A)	100% (A)	100% (A)	100% (A)
<input type="checkbox"/>	[REDACTED]	A	06	[REDACTED]	100% (A)	100% (A)	100% (A)	100% (A)
<input type="checkbox"/>	[REDACTED]	A	06	[REDACTED]	100% (A)	100% (A)	100% (A)	100% (A)

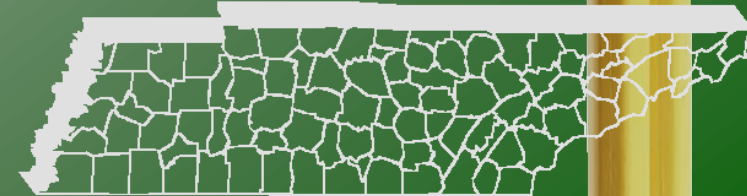
Mistakes in Claiming Students

- Districts will have an opportunity to identify students inappropriately linked to teachers so that teachers assessed incorrectly will receive updated reports
- TDOE and SAS will define the process for submitting corrections
- Districts will have a window for completing corrections
- New teacher reports will be issued as necessary



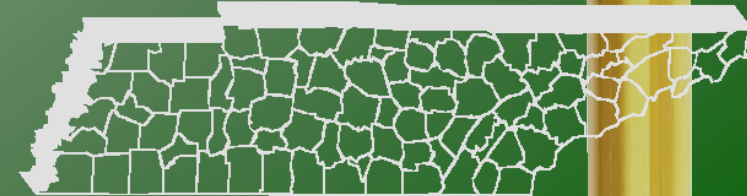
TVAAS Teacher Accounts

- **Systems uploaded teacher specific information in 2010 Spring to create the teacher accounts for their teachers.**
- **The uploaded information included a teacher's official state numeric identifier in addition to first name, last name, email address and assigned school.**
- **The official state numeric identifier is a part of the additional log in required for a teacher to view his/her 2010 teacher report.**



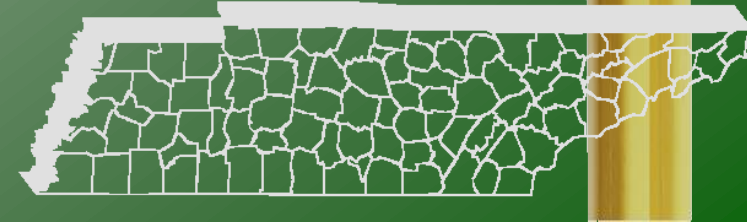
Phase I: TVAAS Teacher Accounts

- **A new report type will appear under the Reports tab when the teacher results are uploaded.**
- **When a user clicks on the TVAAS Tch Report link, an additional security log in process will be activated to ensure that teachers may only view their own report(s).**



Phase II: Administrator Access

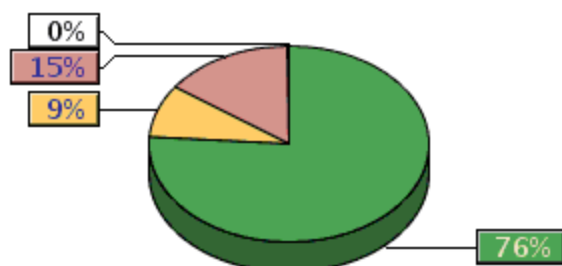
- **Once teacher results are updated with any corrections, principal and superintendent secure accounts will be created.**
- **These unique accounts will also require a secure log in that includes the administrator's state numeric identifier.**
- **Teacher results will only be accessible for the system and school administrator.**
- **DO NOT share your new administrator access code with your staff.**



To VIEW A TEACHER REPORT

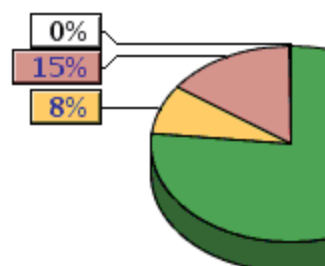
Grades 4-8 Projected to Next Tested Grade		
Probability	Nr of Students	Percentage
Advanced: Greater than or equal to 70.5%	689	76%
Accelerate II: Between 50.5% and 70.5%	79	9%
Accelerate I: Less than or equal to 50.5%	135	15%
Students who lack sufficient data	2	0%

4-8 TCAP Math ACHIEVE



Grades 4-8 Projected to Next Tested Grade		
Probability	Nr of Students	Percentage
Advanced: Greater than or equal to 70.5%		
Accelerate II: Between 50.5% and 70.5%		
Accelerate I: Less than or equal to 50.5%		
Students who lack sufficient data		

4-8 TCAP Reading/Language Arts ACHIEVE



College Readiness Dashboard
ACT Accelerate I-A Students
ACT Accelerate I-B Students
ACT Accelerate II Students
ACT Advanced Students
System Reflection
Value Added
Value Added Summary
Diagnostic Summary
Perf Diagnostic Summary
System Progress Report
School Reflection
Value Added
Diagnostic
Perf Diagnostic
Principal's Report
Teacher Reflection
Student Pattern Report
Student Query
Student Search
Custom Student Reports
Third Grade Percentiles

TVAAS
Tch. Rpt

REQUIRES AN ADDITIONAL STEP (TEACHER ID)

2009 Future Academic Performance Nadine Middle School in Gamma School District

Enter Teacher ID

Please enter your state teacher ID and TVAAS password.

Teacher ID:

Password:

Grades 4-8 P	Grade
Probability	Percentage
Advanced: Greater than or equal to 70.5%	77%
Accelerate II: Between 50.5% and 70.5%	8%
Accelerate I: Less than or equal to 50.5%	15%
Students who lack sufficient data	0%

4-8 TCAP Math ACHIEVE



4-8 TCAP Reading/Language ACHIEVE

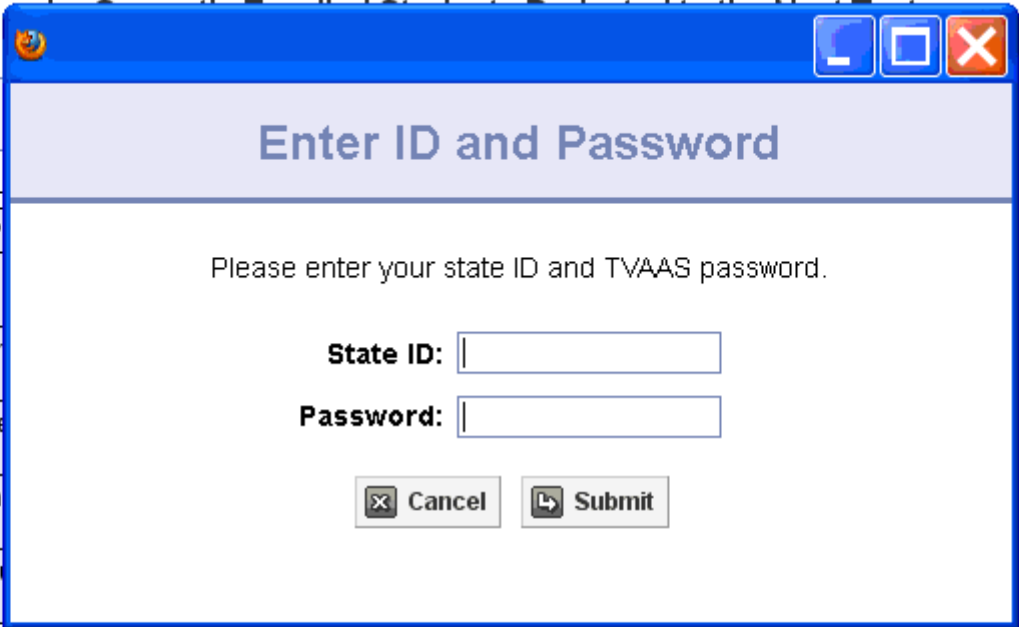


Property of SAS Institute Inc,
2010.

All rights reserved.

PRINCIPAL/SUPERINTENDENT ACCESS

Grades 4-8 P	Grade
Probability	Percent
Advanced: Greater than or equal to 70.5%	
Accelerate II: Between 50.5% and 70.5%	
Accelerate I: Less than or equal to 50.5%	
Students who lack sufficient data	



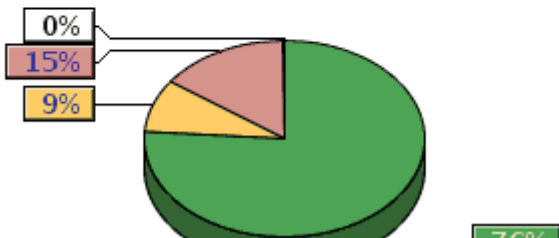
Enter ID and Password

Please enter your state ID and TVAAS password.

State ID:

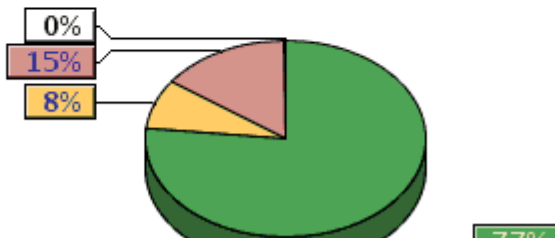
Password:

4-8 TCAP Math ACHIEVE



Category	Percentage
Advanced	76%
Accelerate II	15%
Accelerate I	9%

4-8 TCAP Reading/Language ACHIEVE



Category	Percentage
Advanced	77%
Accelerate II	15%
Accelerate I	8%

Property of SAS Institute Inc,
2010.

All rights reserved.

Accounts Created within the System/School

- **Will not allow teacher report access**
- **Teacher report accessing accounts must be created by SAS**



Also Available

- **Learning Module Links**
- **Help Files**
- **Web Ex Professional Development Sessions**
- **Link to “Contact Us”**



New Format

- Teachers' effectiveness assessed
- Counts of teachers at each effectiveness level reported
- Names of students linked to teacher reported to allow teachers to verify their assigned students



OLD Teacher Effect Report

Sample

2009 TVAAS Teacher Report

Teacher: Jane Doe
System: My Town
School: Any Elementary

*** ADMINISTRATOR COPY ***

Grade: 7

Estimated Mean NCE Gains and (in parentheses) their Standard Errors

Growth Standard
State Mean NCE Gain:

2007 Teacher NCE Gain:
2007 System NCE Gain:

2008 Teacher NCE Gain:
2008 System NCE Gain:

2009 Teacher NCE Gain:
2009 System NCE Gain:

Teacher 3-Yr. Avg:
System 3-Yr. Avg:

Teacher 3- Year Average Gain Comparisons

Teacher vs Growth Standard
Teacher vs System
Teacher vs State

Note: NDD = Not Detectably Different (within 2 standard errors).

1. Teacher and System Mean NCE Gain by year: Compares the teacher and the system mean NCE gain by year to the state mean NCE gain (Growth Standard (0)). In example 1a, in 2007, this teacher (2.0) scored above the Growth Standard (0), above the state 3-year average (0), and above the system (-2.4) in Reading/Language. That means the growth this teacher's students made was greater than expected. A score of 0 means the students equaled the expected growth. A score less than 0 means students scored below the expected growth. The system (-2.4) was below the Growth Standard (0) and below the state (0). In example 1b, the teacher (1.6) was above the system (1.2) and state (1.2) in Social Studies, and all three were above the Growth Standard (0), meaning the teacher, system, and state exceeded the expected growth (0).

2. Teacher and System 3-Yr. Average: The 3-year average (4d) is the average of the three years 2005 (4a), 2006 (4b), and 2007 (4c) by teacher and the system.

3. Teacher 3- Year Average Gain Comparisons: Comparison of the teacher 3-year average (4d) to the Growth Standard (0), the state 3-year average for 2007 (2), and the 3-year average of the system (4d). The result (5a) is either Above, Below, or Not Detectably Different (NDD). In the example for Social Studies, the teacher's 3-year average of 1.5 (4d) is above the Growth Standard of 0 (1) and is Not Detectably Different from the state's 3-year average of 1.2 (2) or the system's 0.6 (4d).

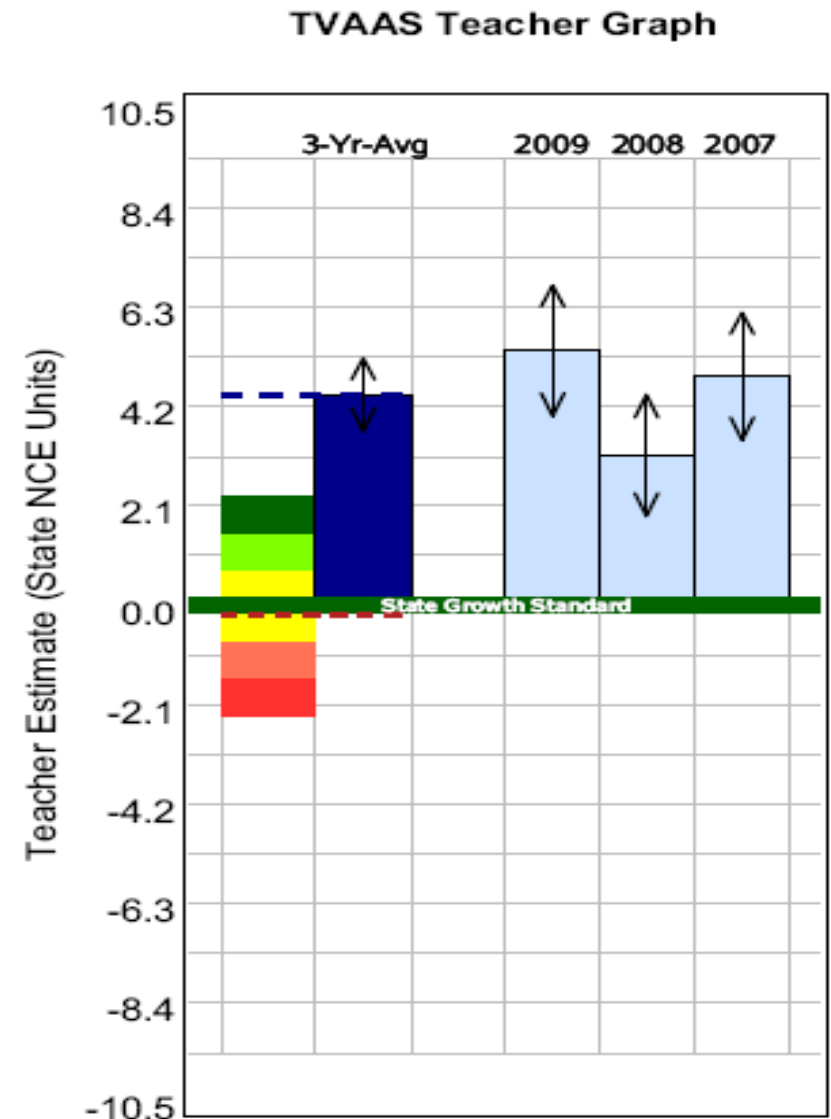
1. Growth Standard: This is equivalent to the mean (average) State Mean NCE Gain for the year 1998. The Growth Standard is what teachers, the state, and systems are measured against. The State Mean NCE Gain for 1998 was set as 0. Any teacher, state, or system score above 0 is above the State Mean NCE Gain for the year 1998 (above expected growth), and any score below zero is below the State Mean NCE Gain for the year 1998 (below expected growth).

2. State Mean NCE Gain: The State Mean NCE Gain is a 3-year average. This is how the state performed relative to the Growth Standard using the average of the years 2005, 2006, and 2007. The state (0) equaled the expected gain (Growth Standard) in Reading/Language (0), and made above (1.2) the expected gain (Growth Standard) in Social Studies (0).



New TVAAS Teacher Report Format

- Teachers' effectiveness assessed
- Counts of teachers at each effectiveness level reported
- Names of students linked to teacher reported to allow teachers to verify their assigned students



Teacher Estimate

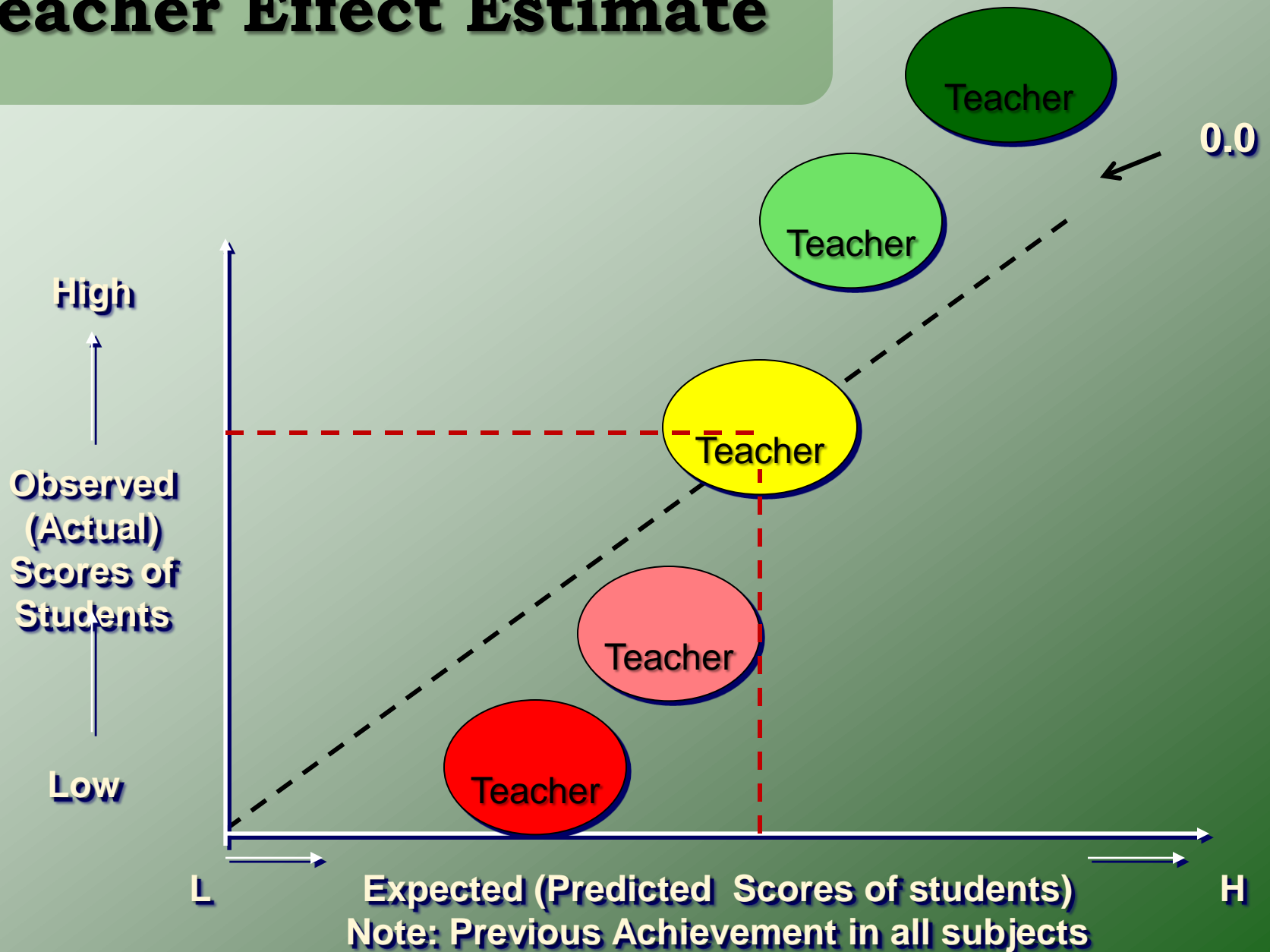
The **Estimate** is the measurement (**NCE Gains in NCE Units**) of the academic progress made by the teacher's students during the indicated time period for this subject/grade combination.

TVAAS Teacher Table

State Growth Standard	0.0			
State Average (3-Yr)	-0.2			
System Average (3-Yr)	4.5			
Teacher Progress Estimates and Standard Errors				
	Estimate	StdErr	Index	
- Teacher 3-Yr-Avg	4.5	0.8	5.80	Level 5
- Teacher 2009	5.4	1.4	3.92	Level 5
- Teacher 2008	3.2	1.3	2.48	Level 5
- Teacher 2007	4.8	1.3	3.60	Level 5

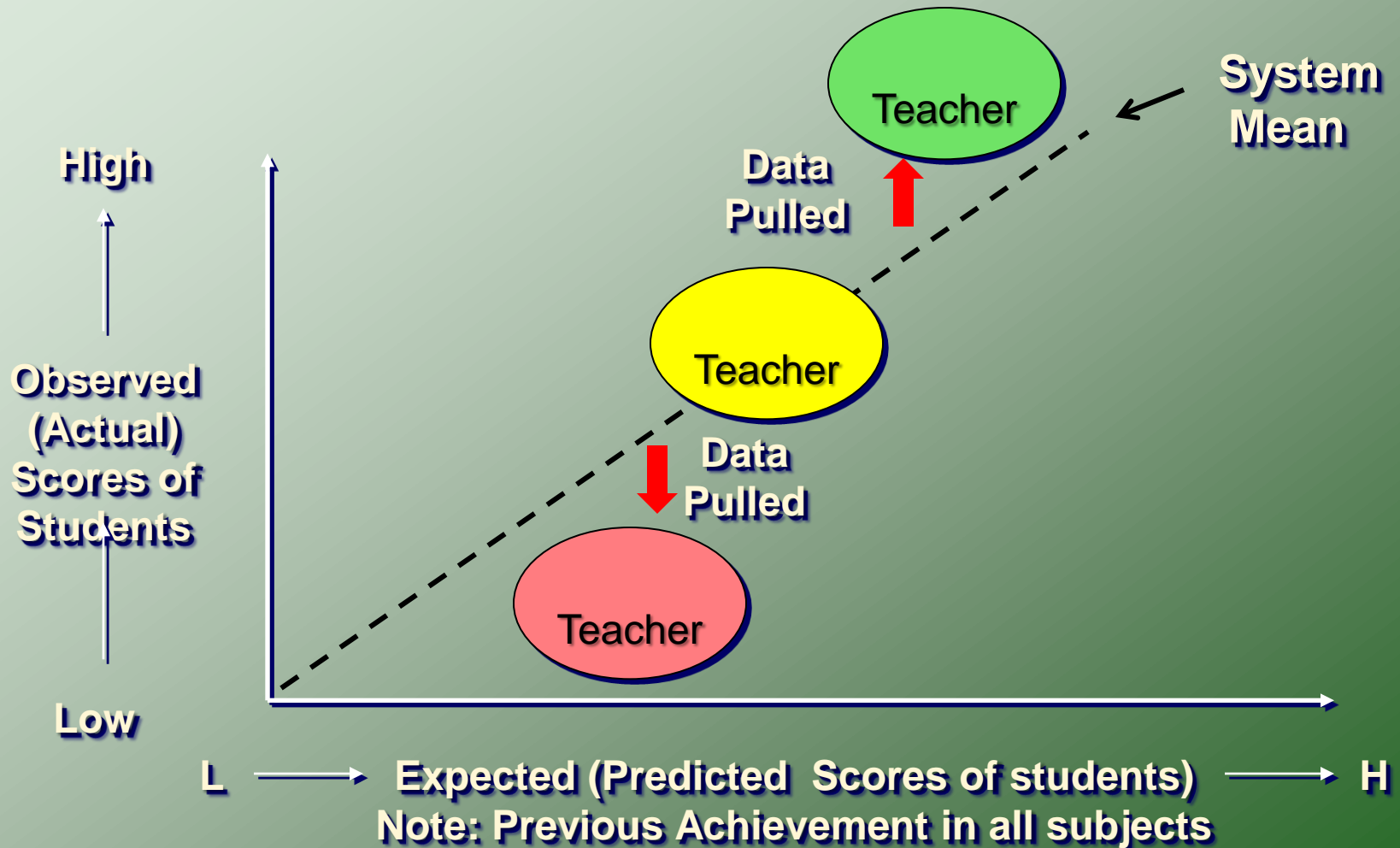
(All metrics expressed in state NCEs reflecting a base year of 2009)

Teacher Effect Estimate



The use of Shrinkage Estimation protects teachers against fortuitous misclassification of individual teachers.

All teachers' estimates are assumed to be the mean of their school system until the preponderance of data pulls the estimates away from the system mean.



Teacher Effect Estimate & Standard Error

The amount of uncertainty around an **Estimate** score. The level of uncertainty about an **Estimate** score is related to the **quality** and **quantity** of data.

TVAAS Teacher Table

State Growth Standard	0.0			
State Average (3-Yr)	-0.2			
System Average (3-Yr)	4.5			
Teacher Progress Estimates and Standard Errors				
	Estimate	StdErr	Index	
- Teacher 3-Yr-Avg	4.5	0.8	5.80	Level 5
- Teacher 2009	5.4	1.4	3.92	Level 5
- Teacher 2008	3.2	1.3	2.48	Level 5
- Teacher 2007	4.8	1.3	3.60	Level 5

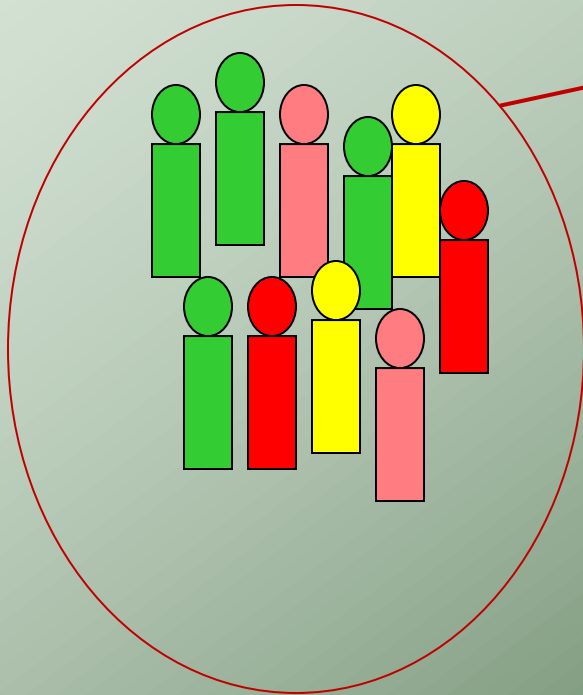
(All metrics expressed in state NCEs reflecting a base year of 2009)

Standard Error

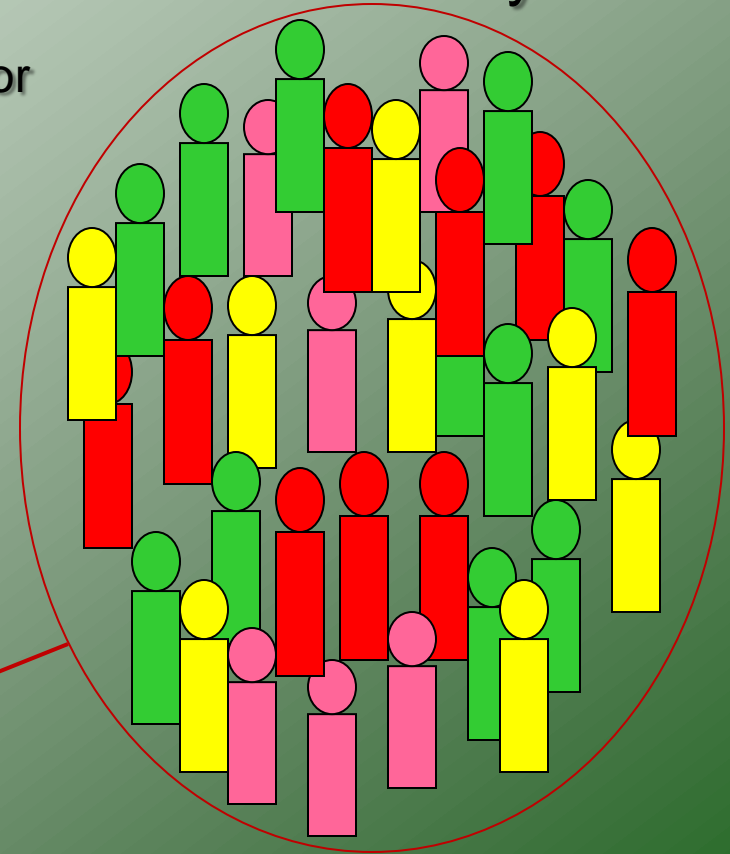
Quantity of Data

Students linked to
teachers for 3 years

High Standard Error

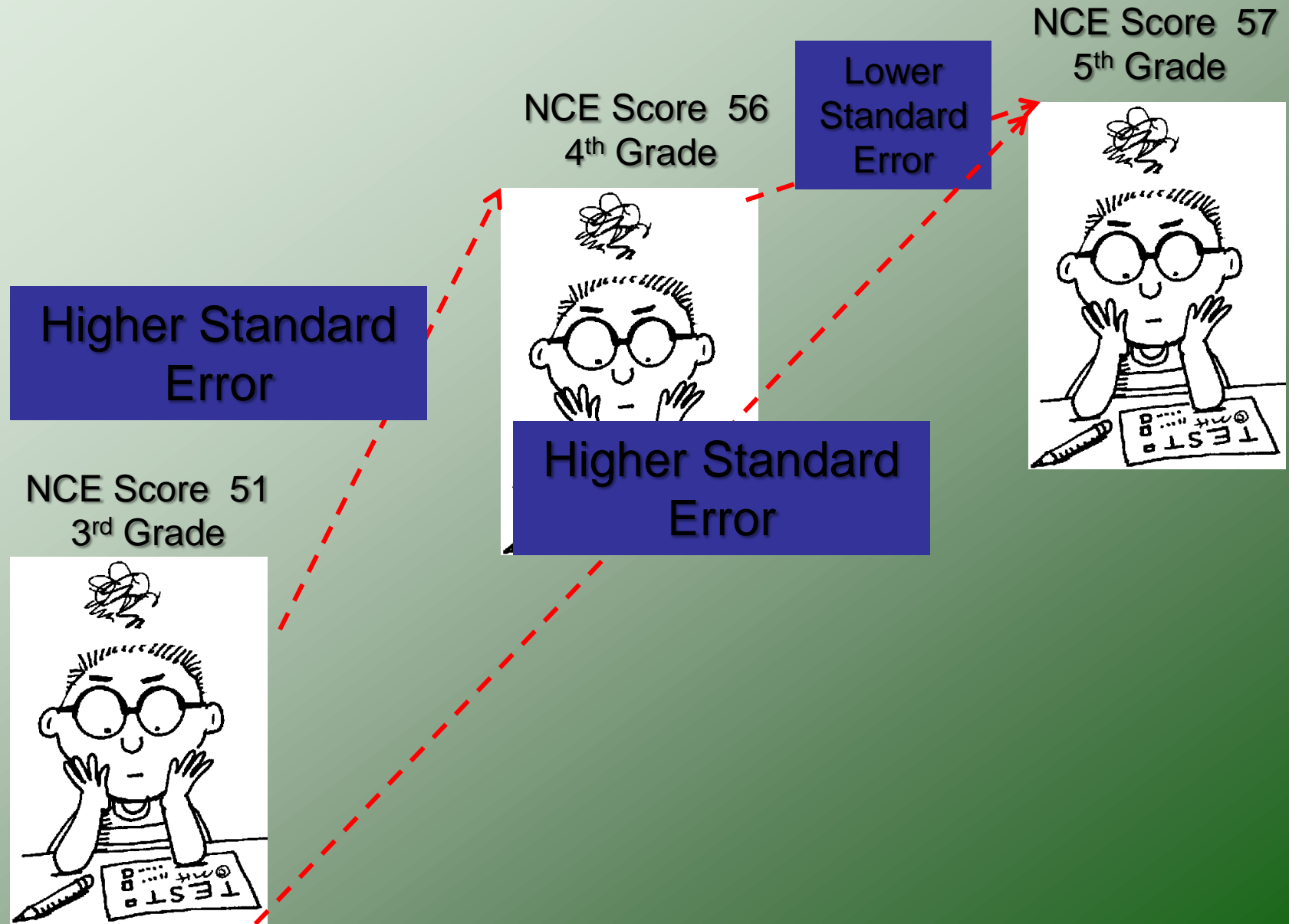


Students linked to
teachers for 3 years



Low Standard Error

Standard Error **Quality** of Data



Index

TVAAS Teacher Table

State Growth Standard	0.0
State Average (3-Yr)	-0.2
System Average (3-Yr)	4.5

Teacher Progress Estimates and Standard Errors

	Estimate	StdErr	Index	
- Teacher 3-Yr-Avg	4.5	0.8	5.80	Level 5
- Teacher 2009	5.4	1.4	3.92	Level 5
- Teacher 2008	3.2	1.3	2.48	Level 5
- Teacher 2007	4.8	1.3	3.60	Level 5

(All metrics expressed in state NCEs reflecting a base year of 2009)

Your Turn:

Teacher effect estimate is 6.9

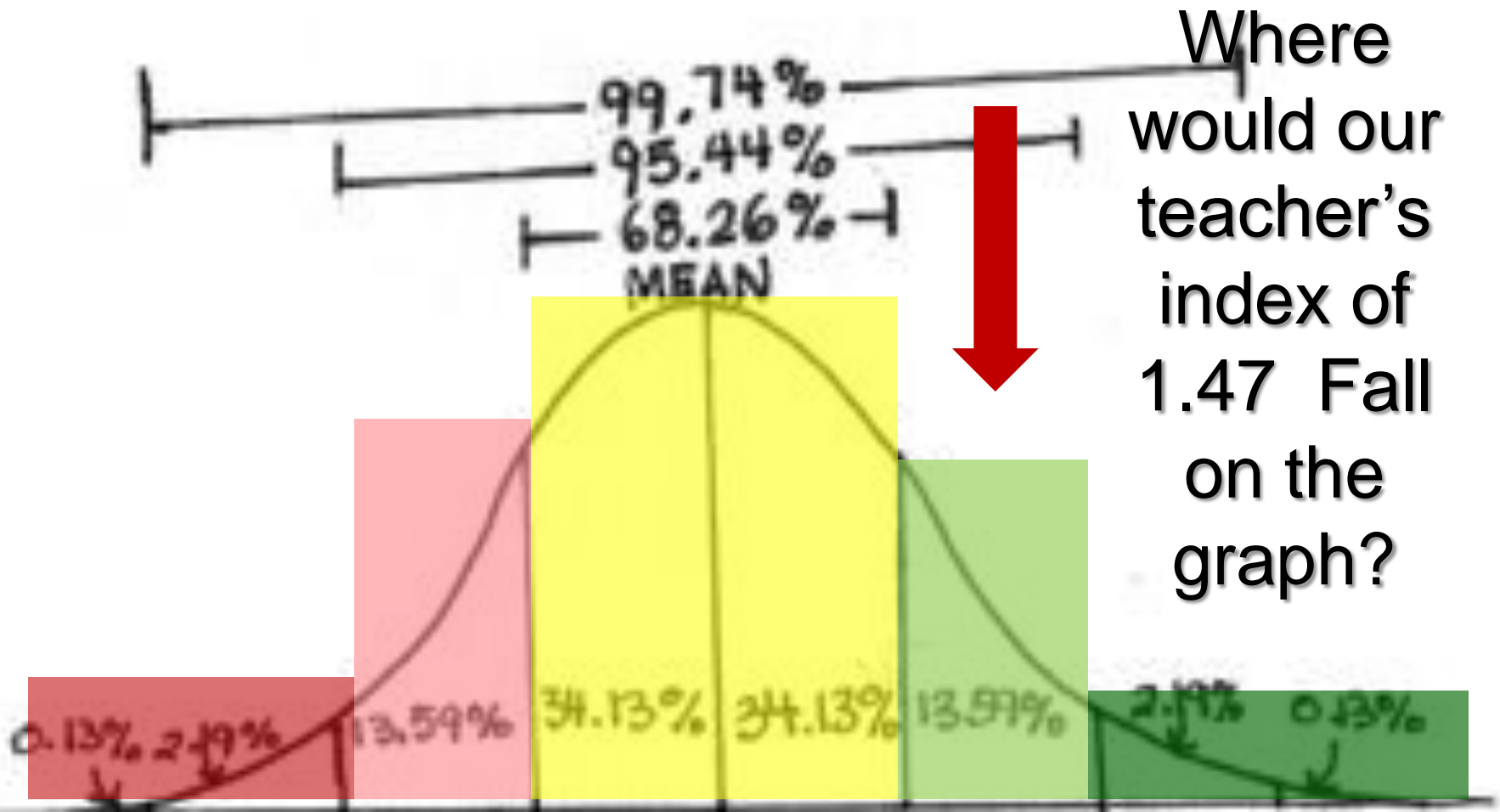
Standard Error is 4.7

What is the teacher's standard error units or index score?

1.47 (6.9/4.7).

Note: Additional calculations made to account for measurement discrepancies.

Effectiveness Levels



Index Score

The effect of this calculation is to give teachers with more uncertain **Estimate** scores the benefit of the doubt that their students' progress was closer to the **Growth Standard** than the **Estimate** number itself may indicate. Because of this, two teachers who have equal **Estimate** scores but different **Standard Error** numbers will have different **Index** scores.

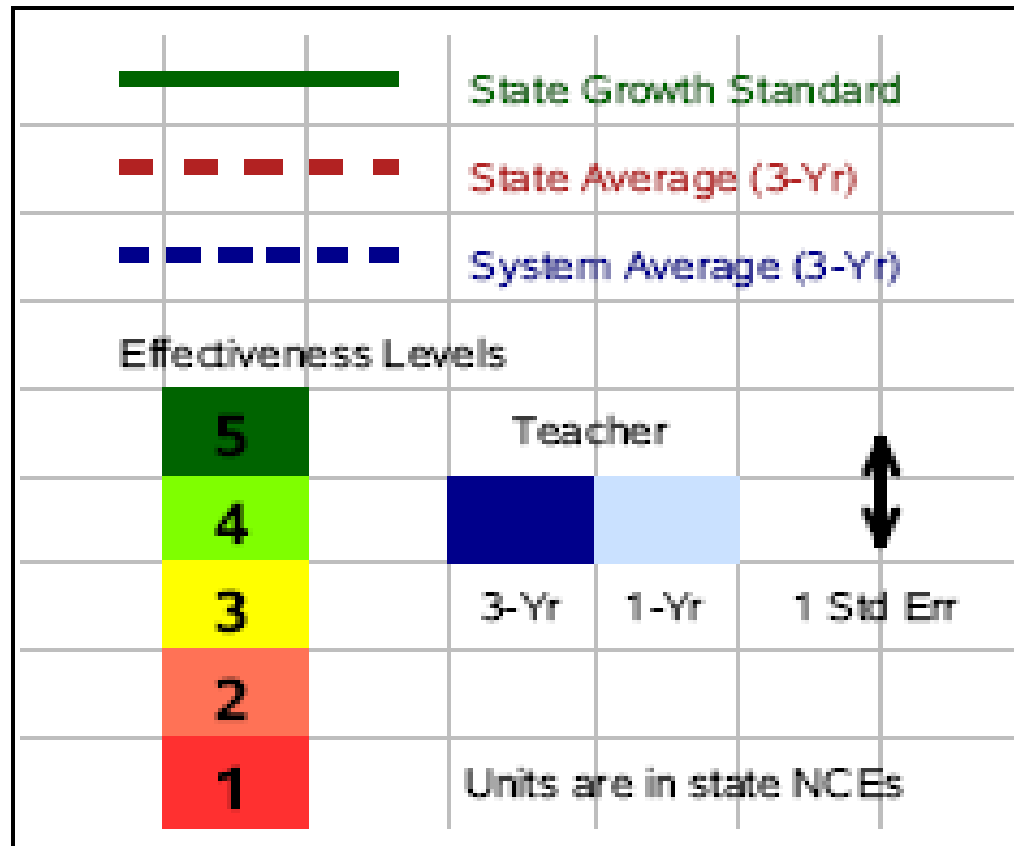
Index Score



Basically, it is calculated as a ratio of the teacher's **Estimate** to its **Standard Error** ($\text{Estimate} / \text{StdErr}$), though there are additional calculations made to account for measurement discrepancies. This creates an **Index** score in **Standard Error Units**.

Effectiveness Level Ranges

Legend



State Average



Tennessee Department of Education Official TVAAS Report 2009 (Mock-up)

Sample District
Sample School

Sample Teacher
TCAP CRT Social Studies, Grade 5

3-Year-Average Estimated Progress = 4.5
(Standard Error = 0.8)

3-Year-Average Effectiveness Level = FIVE

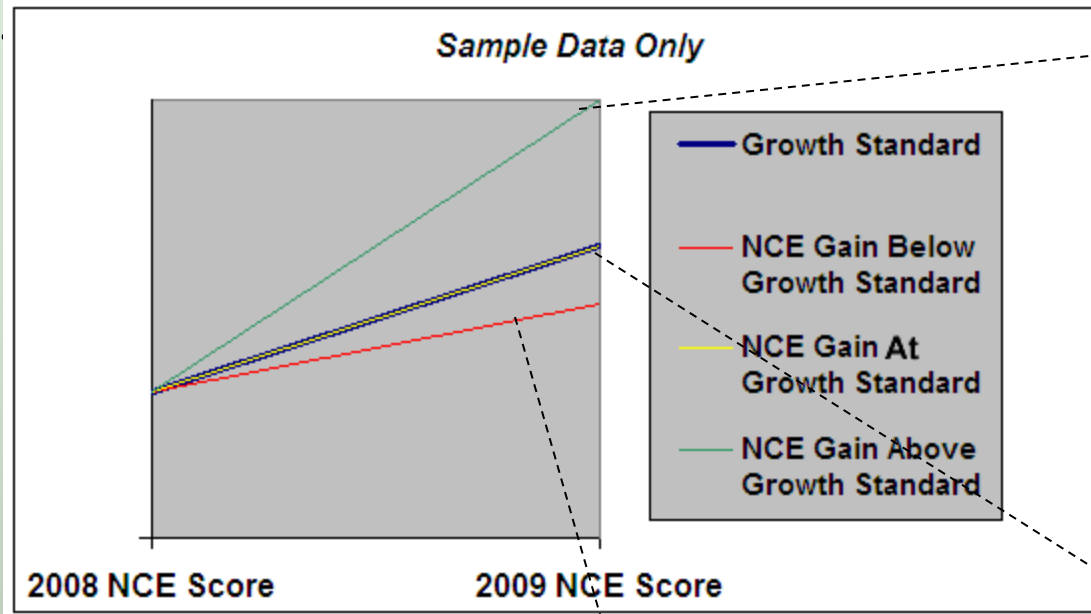
The **State Average** is a 3-year average of the **State Mean NCE Gain** for this subject/grade combination.

System Average

The **System Average** is the **Mean NCE Gain** in this subject/grade combination for all of the students in the teacher's entire **system**. The System Average will be displayed on all teacher reports, but will reflect the System Average covering the same period of time as the teacher's average (3-Yr-Avg, 2-Yr-Avg, or single year).

State Growth Standard

The **State Growth Standard** represents the minimum amount of academic growth expected.



NCE Gain Above Growth Standard Line:

The slope of this line has a rise greater than the Growth Standard line. This would indicate academic gains that exceeded the Growth Standard. An NCE Gain score represented by this line would be a positive number.

NCE Gain Below Growth Standard Line:

The slope of this line indicates that, while there was an increase in NCE scores, and thus some academic growth, between 2008 and 2009, the growth did not meet the minimum expected by the Growth Standard. An NCE Gain score represented by this line would be a negative NCE Gain score.

NCE Gain at Growth Standard Line:

NCE Gain lines parallel to the growth standard (regardless of whether they started above or below the line) indicate an amount of growth consistent with what is expected by the Growth Standard. An NCE Gain represented by this line would have an NCE score of 0.0.

State Distribution of Teachers

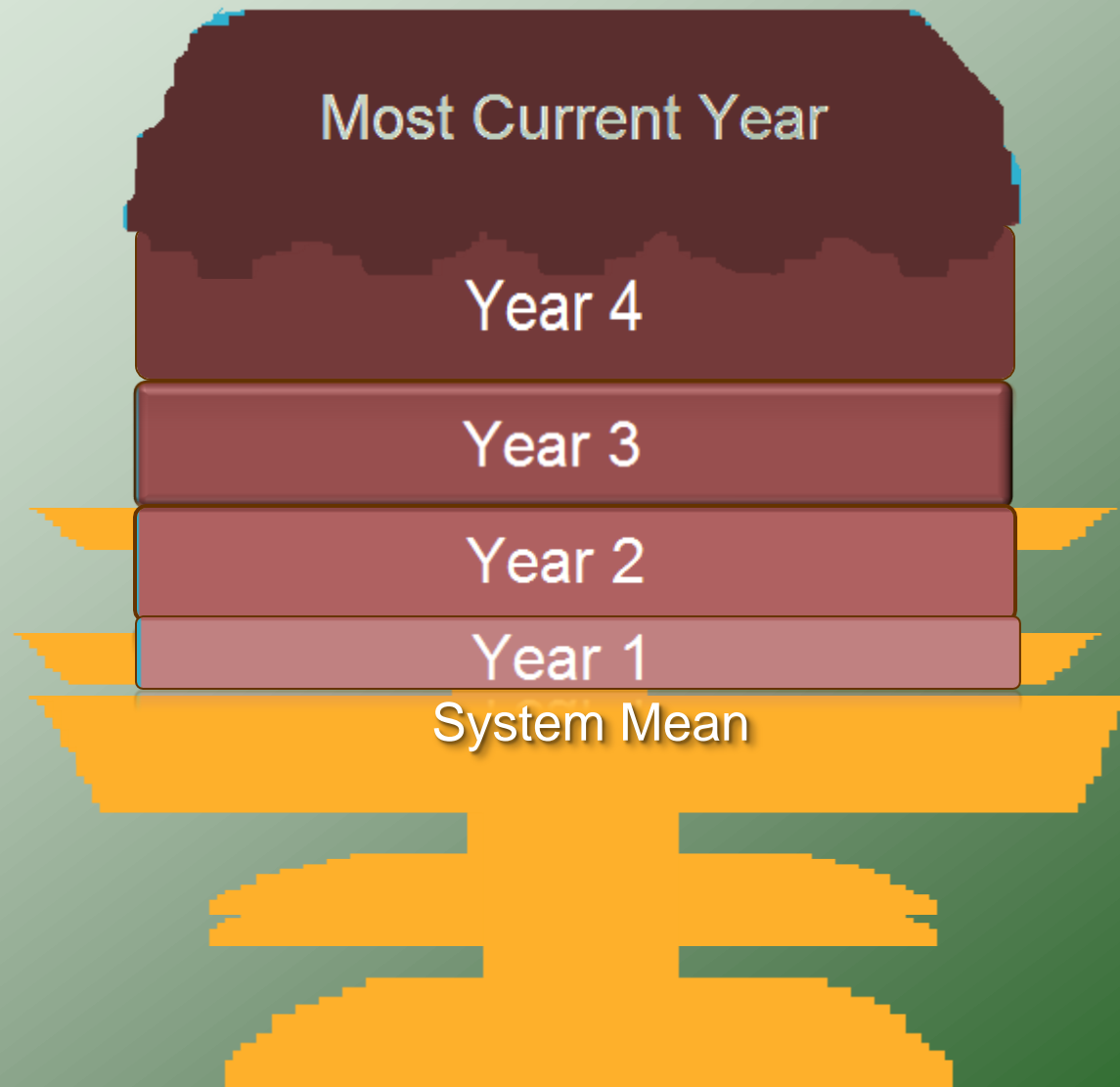
- This is how many teachers across Tennessee, who received Effect Scores for this same subject/grade combination, fell into each of the **Effectiveness Levels**.

3-Year-Average State Distribution of Teachers (TCAP CRT Social Studies, Grade 5)

Level Five, Most Effective	249
Level Four, Above Average Effectiveness	132
Level Three, Average Effectiveness	306
Level Two, Approaching Average Effectiveness	133
Level One, Least Effective	240

My Teacher Effect Scores Have Changed!!

“The elementary/middle models are not time-dependent.



Questions???

For additional information on Teacher Effect and Value-Added professional development opportunities, visit the TDOE website at

www.state.tn.us/education/assessment/literacy.shtml

Or contact the office of Assessment,
Evaluation, & Research
(615) 741-0720

